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STATE OF MONTANA
PREVAILING WAGE RATES

EFFECTIVE SEPTEMBER 25, 1987

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Department of Labor & Industry
Employment Relations Division
P.O. Box 1728
Helena, MT 59624
(406) 444-5600

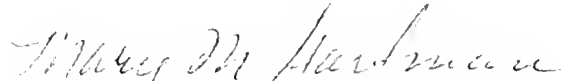
MONTANA PREVAILING WAGE RATES

The wages herein specified and set by the Commissioner of Labor and Industry are controlling as to the minimum wage for the purposes of Section 18-2-401, et. seq., MCA. It is incumbent upon each employer to pay, as a minimum, the rate of wages, including fringe benefits for health and welfare and pension contributions and travel allowance provisions, applicable to the county or locality in which the work is being performed, provided in the attached wage determinations. Wage rates for apprentices registered in approved Federal or State apprenticeship programs are contained in those programs. However, apprentices not registered in approved Federal or State apprenticeship programs will be paid the prevailing wage rate.

Section 18-2-406, MCA, provides that contractors, subcontractors, and employers who are performing work or providing services under public works contracts as provided in this part shall post in a prominent and accessible site on the project or work area, not later than the first day of work, a legible statement of all wages to be paid to the employees on such site or work area.

18-2-403, MCA, requires contractors to give preference to the employment of bona fide Montana residents in the performance of the work on a public works project.

Inquiries about the state prevailing wage law or rates should be directed to the Department of Labor and Industry, Employment Relations Division, P.O. Box 1728, Helena, Montana, 59624, (406) 444-5600.



MARY M. HARTMAN
Commissioner
Department of Labor and Industry
State of Montana

DATE OF PUBLICATION: 9-25-87

MONTANA PREVAILING WAGE RATES

The Commissioner of the Montana Department of Labor and Industry, in accordance with Sections 18-2-401 and 18-2-402 Montana Code Annotated, has determined the standard prevailing rate of wages for the occupations listed in this publication.

Section I "Heavy/Highway" wage rates are used statewide and pertain to projects involved in the construction fields (other than building or residential), alteration or repair of roads, streets, highways, alleys, runways, trails, parking areas, utility projects and so forth. Federal Davis-Bacon wage rates have been adopted by the Montana Department of Labor for use in Heavy/Highway projects. Section II "All Other" wage rates contain prevailing wage rates for the state on a regional basis and are categorized by the type of industry under which the occupation occurs. The categories are: Section A - Construction and Special Trades, Section B - Equipment Operators, Section C - Metal Workers, Section D - Services. The counties within the five regions are described below followed by a map. The "All Other" wage rates are applicable for any occupation involved in projects other than those which are considered Heavy/Highway. However, if an occupation is not listed under the section which applies to your project, a rate from the other section should be used as the prevailing wage rate.

Most of the prevailing wage rates listed in this publication were compiled from a survey of major occupations common to public work projects in the state. Every major occupation is comprised of one or more sub-occupations. "Communications Technician" is an example of a sub-occupation within the major occupation of Electricians. Since sub-occupations were not surveyed the prevailing wage rate for some sub-occupations will be the collectively bargained rate. Sub-occupations qualifying for separate rates will be listed as a sub-group with the major occupation. Electricians also have a split scale wage rate. In most regions a lower wage rate has been provided for lower cost projects.

Note that Section 18-2-405 of the wage and hour laws states that..."when-ever the employer is not a signatory party to a collective bargaining agreement, those monies designated as negotiated fringe benefits shall be paid to the employee as wages." In Section I all fringe benefits are in addition to the prevailing wage rates. In Section II the vacation benefit amount is included in the prevailing wage rate. It can be deducted from the wage rate provided the employer is signatory to a collectively bargained agreement which contains a vacation fund and the benefit is then paid into the fund. If an employer is not signatory to a collectively bargained agreement the vacation benefits must be paid as wages. It is not to be considered a part of the hourly rate of pay for overtime purposes. The other fringe benefits in Section II (health & welfare, pension, apprenticeship training, travel and per diem) are to be paid in addition to the prevailing wage rates.

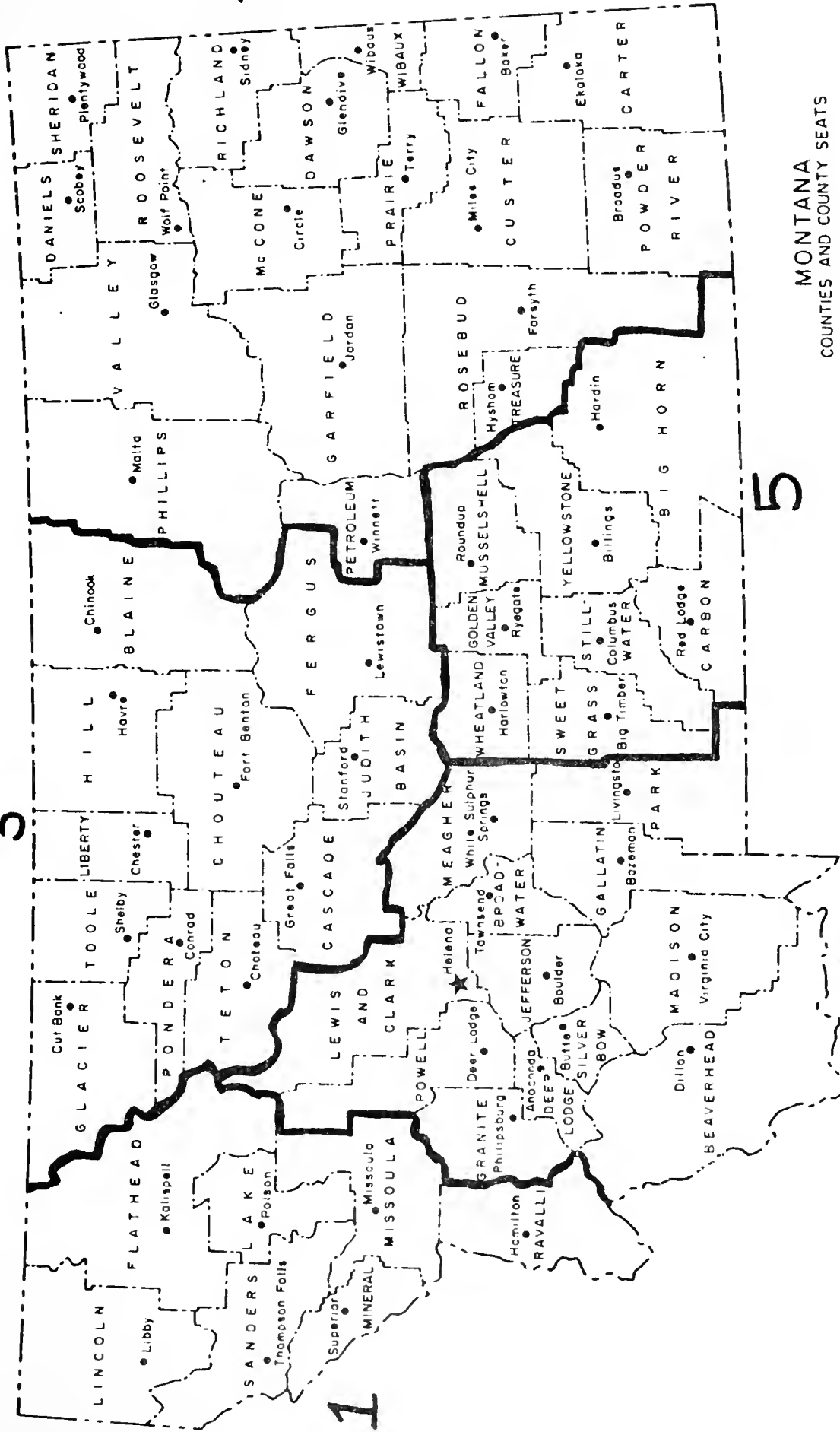
"All Other" wage rates vary according to the region of the state in which a project is being completed. The counties within each region are listed below:

REGION 1: Flathead, Lake, Lincoln, Mineral, Missoula, Ravalli, and Sanders Counties

- REGION 2: Beaverhead, Broadwater, Deer Lodge, Gallatin, Granite, Jefferson, Lewis and Clark, Madison, Meagher, Park, Powell, and Silver Bow Counties
- REGION 3: Blaine, Cascade, Chouteau, Fergus, Glacier, Hill, Judith Basin, Liberty, Pondera, Teton, and Toole Counties
- REGION 4: Carter, Custer, Daniels, Dawson, Fallon, Garfield, McCone, Petroleum, Phillips, Powder River, Prairie, Richland, Roosevelt, Rosebud, Sheridan, Treasure, Valley, and Wibaux Counties
- REGION 5: Big Horn, Carbon, Golden Valley, Musselshell, Stillwater, Sweet Grass, Wheatland, and Yellowstone Counties

MONTANA'S PREVAILING WAGE REGIONS

3



MONTANA
COUNTIES AND COUNTY SEATS

SECTION 1: HEAVY/HIGHWAY
LABORERS

July 1987

CODE NUMBER	CLASSIFICATION		Decision H-87-1 U.S. Dept. of Labor Minimum Wage Rates			
			<u>Zone 1</u>	<u>Zone 2</u>	<u>Zone 3</u>	<u>Zone 4</u>
1-1	Axeman; Carpenter Tender; Car and Truck Loaders; Scissorman; Chuck Tender and Nipper (above ground); Cosmolene applying and removing; Fence Erector and Installer (includes the installation and erection of fences, guardrails, median rails, reference posts, right-of-way markers and guide posts); Form Stripper; General Laborer - Heavy Highway, Highway Bridge and Structure, Crusher and Batch Plant Laborers; Heater Tender (not covered by joint board decision - such as radiant type of butane fire, without blowers or fans - General Laborers scale); Landscape Laborer; Riprap Tender; Stake Jumper for Equipment; Sand- blaster Tail Hoseman, Pot Tender; Sod Cutter, hand operated (General Laborers); Tool Checker; Tool Houseman	E	11.35	12.00	12.20	12.60
			<u>Zone 1</u>	<u>Zone 2</u>	<u>Zone 3</u>	<u>Zone 4</u>
1-2	Burning Bar; Cement Mason Tender; Caisson Workers (free air); Cement Handlers; Choker Setter; Concrete Laborers (wet or dry); Bucketmen and Signalmen; Curb Machine; Dumpman (Grade Man); Form Setter; Hand Faller; Jackhammer, Pavement Breaker, Wagon Driller, Concrete Vibrator, Mechanical Tamper Vibrating Roller, hand steered and other power tools; Nozzleman - air, water; Guniting and Placo Machine; Concrete or Asphalt Saws; Pipelayer (all types); Laser Equipment Operator; Pipewrapper; Posthole Digger (power auger); Power Saw (bucking); Powderman Tender; Power Driven Wheelbarrow; Rigger; Riprapper; Spike Driver, single, dual or hand; Switchman; Tar Pot Operator	E	11.46	12.11	12.31	12.71
			<u>Zone 1</u>	<u>Zone 2</u>	<u>Zone 3</u>	<u>Zone 4</u>
1-3	Asphalt Raker, Concrete Vibrator (5" and over); Drills, Air Track, self-propelled, Cat and Truck mounted air operated Drills; Drills, Air Track with dual masts; Drills, Air Tract, self-propelled Mustang type and similar; Equipment Handler; High Scaler; High Pressure Machine Nozzleman; Power Saw (falling); Sandblaster	E	11.60	12.25	12.45	12.85
			<u>Zone 1</u>	<u>Zone 2</u>	<u>Zone 3</u>	<u>Zone 4</u>
1-4	Core Drill Operator, Grade Setter, Powderman, Welder, Cutting Torch and Air Arc Operator	E	12.30	12.95	13.15	13.55
1-5	Bluetop Surveying, Bridge Control Surveyors, weigh persons, dump persons		-0- *	-0- *	-0- *	-0- *
1-6	Flagpersons	E	8.75	9.40	9.60	10.00
	FRINGE BENEFITS A \$3.15 Health & Welfare \$1.75 Training \$0.05 Pension \$0.85 Vacation \$0.50			* Not covered by Federal Davis Bacon Wage Rates		

The weigh person shall record weights to the nearest hundred pounds and other required information on forms furnished by the engineer. The dump person shall, at the delivery point, record on forms furnished by the engineer all information required for loads delivered and placed.

The zone hourly rate applicable to each project shall be determined by measuring the road miles over the shortest practical maintained route from the nearest County Courthouse of the following listed towns to the center of the job:

Zone 1	0 - 15 miles	Billings	Glendive	Kalispell	Missoula
Zone 2	15 - 30 miles	Bozeman	Great Falls	Lewistown	Sidney
Zone 3	30 - 50 miles	Butte	Havre	Miles City	
Zone 4	Over 50 miles	Dillon	Glasgow	Helena	

TRUCK DRIVERS

CODE NUMBER	CLASSIFICATION	Decision M-87-1 U.S. Dept. of Labor Minimum Wage Rates			
		Zone 1	Zone 2	Zone 3	Zone 4
	Combination Truck and Concrete Mixer and Transit Mixer				
2-1	To and including 4 cu. yds.	E \$14.45	15.10	15.30	15.70
2-2	Over 4 cu. yds. to and incl. 6 cu. yds.	E 14.53	15.18	15.38	15.78
2-3	Over 6 cu. yds. to and incl. 8 cu. yds.	E 14.61	15.26	15.46	15.86
2-4	Over 8 cu. yds. to and incl. 10 cu. yds.	E 14.69	15.34	15.54	15.94
2-5	Over 10 cu. yds. add 8¢ per hour each additional cu. yd. increment				
2-6	Distributor Driver and Helper	E 14.43	15.08	15.28	15.68
	Dry Batch Trucks				
2-7	3 batch or under	E 14.20	14.85	15.05	15.45
2-8	Over 3 batch to and incl. 5 batch	E 14.33	14.98	15.18	15.58
2-9	Over 5 batch to and incl. 10 batch	E 14.49	15.14	15.34	15.74
2-10	Over 10 batch to and incl. 15 batch	E 14.65	15.30	15.50	15.90
2-11	Over 15 batch add 15¢ per hour each additional 5 batch increment				
	Dumpman, Gravel Spreader Box Operator				
	Dump Trucks and Similar Equipment				
	DW20, DW21 or Euclid Tractors, pulling PR 21 or similar				
	Dump Wagons				
2-12	Water Level Capacity, including sideboards 7 cu. yds or less	E 14.20	14.85	15.05	15.45
2-13	Over 7 cu. yds. to and incl. 10 cu. yds.	E 14.33	14.98	15.18	15.58
2-14	Over 10 cu. yds. to and incl. 15 cu. yds.	E 14.49	15.14	15.34	15.74
2-15	Over 15 cu. yds. to and incl. 20 cu. yds.	E 14.63	15.28	15.48	15.88
2-16	Over 20 cu. yds. to and incl. 25 cu. yds.	E 14.69	15.34	15.54	15.94
2-17	Over 25 cu. yds. to and incl. 30 cu. yds.	E 14.75	15.40	15.60	16.00
2-18	Over 30 cu. yds. to and incl. 35 cu. yds.	E 14.81	15.46	15.66	16.06
2-19	Over 35 cu. yds. to and incl. 40 cu. yds.	E 14.87	15.52	15.72	16.12
2-20	Over 40 cu. yds. to and incl. 45 cu. yds.	E 14.93	15.58	15.78	16.18
2-21	Over 45 cu. yds. add 10¢ per hour each additional 5 cu. yd. increment.				
2-22	Dumpsters	E 14.33	14.98	15.18	15.58
	Flat Trucks				
2-23	To and incl. 3-ton Factory Rating	E 14.36	15.01	15.21	15.61
2-24	Over 3-ton Factory Rating	E 14.55	15.20	15.40	15.80
2-25	Servicemen	E 14.69	15.34	15.54	15.94
2-26	Lowboys, Four-wheel Trailer, Float Semi-Trailer	E 14.55	15.20	15.40	15.80
2-27	Lumber Carriers, Lift Trucks and Fork Lifts	E 14.45	15.10	15.30	15.70
2-28	Pickup Driver, hauling materials	E 14.30	14.95	15.15	15.55
2-29	Pilot Car Driver	E 10.70	11.35	11.55	11.95
2-30	Powder Truck Driver (bulk unloader type)	E 14.38	15.03	15.23	15.63
2-31	Power Boom	E 14.29	14.94	15.14	15.54
2-32	Service Truck Drivers, Fuel Truck Drivers, Tiremen	E 14.63	15.28	15.48	15.88
2-33	Teamsters and Helpers	E 14.20	14.85	15.05	15.45
2-34	Warehouseman, Partsman, Cardex Men and Warehouse Expediter	E 14.45	15.10	15.30	15.70
	Water Tank Drivers, Petroleum Products Drivers				
2-35	2,500 gals. and under	E 14.20	14.85	15.05	15.45
2-36	Over 2,500 gals. to and incl. 4,500 gals.	E 14.49	15.14	15.34	15.74
2-37	Over 4,500 gals. to and incl. 6,000 gals.	E 14.69	15.34	15.54	15.94
2-38	Over 6,000 gals. to and incl. 8,000 gals.	E 14.75	15.40	15.60	16.00
2-39	Over 8,000 gals. to and incl. 10,000 gals.	E 14.83	15.48	15.68	16.08
2-40	Over 10,000 gals. add 10¢ per hour each additional 2,000 gal. increment				
2-41	Trucks with power equipment, such as Winch, A-frame Truck, Swedish Crane, Hydralift, Grout-crete Truck and Combination Mulching, Seeding and Fertilizing Truck	E 14.45	15.10	15.30	15.70
2-42	Truck Mechanic	E 14.91	15.56	15.76	16.16

FRINGE BENEFITS C \$2.97

Health & Welfare \$1.73
Pension \$1.24

T R U C K D R I V E R S (Continued)

CODE NUMBER	CLASSIFICATION	Decision M-87-1 U.S. Dept. of Labor Minimum Wage Rates
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All tunnel and underground work will be paid at 10% premium above the classification of equipment operated.

The zone hourly rate applicable to each project shall be determined by measuring the road miles over the shortest practical maintained route from the nearest County Courthouse of the following listed towns to the center of the job:

Billings	Butte	Glendive	Havre	Kalispell	Miles City	Missoula
Bozeman	Dillon	Great Falls	Glasgow	Lewistown	Helena	Sidney

Zone 1	0 - 15 miles	Zone 3	30 - 50 miles
Zone 2	15 - 30 miles	Zone 4	Over 50 miles

POWER EQUIPMENT OPERATORS

CODE NUMBER	CLASSIFICATION	Decision M1-87-1 U.S. Dept. of Labor Minimum Wage Rates			
		Zone 1	Zone 2	Zone 3	Zone 4
3-1	A-frame Truck Crane, Winch Truck & Similar	E \$ 13.85	14.50	14.70	15.10
3-2	Air Compressor Operator, Single	E 13.54	14.19	14.39	14.79
3-3	Air Compressor Operator, 2 or more	E 13.71	14.36	14.56	14.96
3-4	Air Doctor	E 14.01	14.66	14.86	15.26
3-5	Belt Finishing Machine Operator	E 13.71	14.36	14.56	14.96
3-6	Bit Grinder	E 14.01	14.66	14.86	15.26
3-7	Bitum, Mixer Paving, Travel Plant	E 14.01	14.66	14.86	15.26
3-8	Boring Machine Operator, Jeep, Pickup or farm tractor mounted	E 13.60	14.25	14.45	14.85
3-9	Broom Operator self-propelled	E 13.68	14.33	14.53	14.93
3-10	Cement Silo Operator	E 13.80	14.45	14.65	15.05
3-11	Chain Bucket Loader	E 13.73	14.38	14.58	14.98
	Concrete Batch Oiler, Asst. to Engineer				
3-12	up to and incl. 2 mixers	E 13.53	14.18	14.38	14.78
3-13	3 mixers and over	E 13.84	14.49	14.69	15.09
3-14	Concrete Bucket Dispatcher	E 14.01	14.66	14.86	15.26
3-15	Concrete Curing Machine	E 14.01	14.66	14.86	15.26
3-16	Concrete Conveyor under 40'	E 13.59	14.24	14.44	14.84
3-17	Concrete Conveyor over 40'	E 14.34	14.99	15.19	15.59
	Concrete Mixer Operator				
3-18	3 bags and under	E 13.60	14.25	14.45	14.85
3-19	4 bags and over	E 13.77	14.42	14.62	15.02
3-20	Concrete Power Saw, self-propelled	E 14.01	14.66	14.86	15.26
3-21	Concrete Travel Batcher	E 14.01	14.66	14.86	15.26
	Conveyor Loader Operator				
3-22	up to and including 42' belt	E 13.59	14.24	14.44	14.84
3-23	over 42' belt	E 13.71	14.36	14.56	14.96
3-24	Crane Oiler, Asst. to Engineer	E 13.58	14.23	14.43	14.83
3-25	Crusher Oiler & Helper, Asst. to Engineer	E 13.50	14.15	14.35	14.75
3-26	Crusher Conveyor Operator, when required	E 13.47	14.12	14.32	14.72
3-27	DW 10, 15, 20 Tractor Pulling Roller	E 13.73	14.38	14.58	14.98
3-28	Elevating Grader	E 14.01	14.66	14.86	15.26
3-29	Farm Type Tractor, up to and including 50 h.p. engine	E 13.47	14.12	14.32	14.72
3-30	over 50 h.p. engine	E 13.55	14.20	14.40	14.80
3-31	Field Equipment Serviceman Helper	E 10.15	10.80	11.00	11.40
3-32	Fireman	E 13.60	14.25	14.45	14.85
3-33	Forklift, on Construction Site	E 13.82	14.47	14.67	15.07
3-34	Form Grader Operator	E 13.78	14.43	14.63	15.03
3-35	Grade Setter	E 13.47	14.12	14.32	14.72
3-36	Heavy Duty Drills, Helper	E 13.60	14.25	14.45	14.85
3-37	Herman Nelson Heater & Similar Types	E 13.55	14.20	14.40	14.80
3-38	Hoist Operator, Single Drum	E 13.78	14.43	14.63	15.03
3-39	Hoist Operator, two or more drums	E 14.01	14.66	14.86	15.26
3-40	Helicopter Hoist Operator	E 14.51	15.16	15.36	15.76
3-41	Hot Plant Oiler, Asst. to Engineer, 100 Ton per hour or over	E 13.50	14.15	14.35	14.75
3-42	Hydralift and similar types	E 13.91	14.56	14.76	15.16
3-43	Mechanic on job helper	E 10.15	10.80	11.00	11.40
3-44	Mixermobile	E 14.09	14.74	14.94	15.34
3-45	Mountain Logger or similar type	E 14.01	14.66	14.86	15.26
3-46	Oiler, Hoist House, Dams, Asst. to Engineer	E 13.91	14.56	14.76	15.16
3-47	Oiler-Driver, Rubber-tired Cranes, Asst. to Engineer	E 13.58	14.23	14.43	14.83
3-48	Oilers, other than shovels & cranes, Asst. to Engineer	E 13.50	14.15	14.35	14.75
3-49	Pavement Breaker, Emsco & similar	E 14.01	14.66	14.86	15.26
3-50	Power Mixer, single or double drum	E 14.01	14.66	14.86	15.26
3-51	Power Saw, self-propelled, multiple cut	E 14.01	14.66	14.86	15.26
3-52	Pumpman	E 13.54	14.19	14.39	14.79
3-53	Radiator Repairman	E 13.82	14.47	14.67	15.07
3-54	Refrigerator Plant Operator	E 14.01	14.66	14.86	15.26
3-55	Retort Operator	E 13.60	14.26	14.45	14.85
3-56	Roller, on other than hot mix oil paving	E 13.71	14.36	14.56	14.96
3-57	Roller, 25 ton or over	E 14.01	14.66	14.86	15.26
3-58	Shovel Oiler, Asst. to Engineer, 3 cy. and under	E 13.50	14.16	14.40	14.75
3-59	Shovel Oiler, Asst. to Engineer, over 3 cy.	E 13.91	14.56	14.76	15.16
3-60	Turnhead Conveyor Operator or Head Tower Operator on Batch Plant	E 14.01	14.66	14.86	15.26
3-61	Wagner Roller and similar type	E 14.01	14.66	14.86	15.26
3-62	Whirley Crane Oiler, Asst. to Engineer	E 13.91	14.56	14.76	15.16
3-63	Water Pull when used for compaction	E 14.01	14.66	14.86	15.26
3-64	Washing & Screening Plant Oiler, Asst. to Engineer	E 13.50	14.15	14.35	14.75

FRINGE BENEFITS A \$3.34

P O W E R E Q U I P M E N T O P E R A T O R S (Continued)

CODE NUMBER	CLASSIFICATION	Decision MT-87-1 U.S. Dept. of Labor Minimum Wage Rates				
		Zone 1	Zone 2	Zone 3	Zone 4	
Group 2						
3-65	Chip-Gravel Spreader, self-propelled	E	13.83	14.48	14.68	15.08
3-66	Concrete Float Operator & Spreader	E	14.11	14.76	14.96	15.36
3-67	Distributor Operator	E	14.11	14.76	14.96	15.36
3-68	Electric Overhead Cranes	E	14.29	14.94	15.14	15.54
3-69	Heavy Duty Drills all types	E	14.11	14.76	14.96	15.36
3-70	Hot Plant Fireman (when in operation)	E	14.11	14.76	14.96	15.36
3-71	Roller, on blade or hot mix oil paving	E	14.11	14.76	14.96	15.36
3-72	Ross and similar type carriers on construction site	E	14.11	14.76	14.96	15.36
3-73	Scraper, DW 15, 20, 21 & similar Type					
	if power is not used	E	14.11	14.76	14.96	15.36
3-74	Self-propelled Sheeps Foot & Similar Type	E	14.11	14.76	14.96	15.36
FRINGE BENEFITS A \$3.34						
Group 3						
3-75	Asphalt Paving Machine Operator	E	14.21	14.86	15.06	15.46
3-76	Asphalt Paving Machine Screed Operator	E	14.21	14.86	15.06	15.46
3-77	Automatic Finegrader, Guries & other similar types	E	14.24	14.99	15.19	15.59
3-78	Boring Machine Operator, large	E	14.21	14.86	15.06	15.46
3-79	Cableway Highline Operator	E	14.72	15.37	15.57	15.97
3-80	Central Mixing Plants, concrete dams & stationary	E	14.46	15.11	15.31	15.71
	Concrete Batch Plant Operator					
3-81	1 and 2 mixers	E	14.21	14.86	15.06	15.46
3-82	3 and 4 mixers	E	14.41	15.06	15.26	15.66
3-83	5 mixers and over	E	14.61	15.26	15.46	15.86
3-84	Concrete Finish Machine Paving	E	14.21	14.86	15.06	15.46
3-85	Concrete Pump	E	14.54	15.19	15.39	15.79
3-86	Crane Operator, to and including 80' boom	E	14.37	15.02	15.12	15.62
3-87	Crane Operator, 81' to 130' boom	E	14.52	15.17	15.37	15.77
3-88	Crane Operator, 131' to 180' boom	E	14.57	15.22	15.42	15.82
	(Additional \$.05 per hour is added for each 50' of boom. Jobs to be included in boom length.)					
3-89	Creter Crane	E	14.37	15.02	15.22	15.62
3-90	Tower Crane	E	14.37	15.02	15.22	15.62
	Skyhorse & Ringer Crane					
3-91	250 Ton through 399 Ton	E	15.37	16.02	16.22	16.62
3-92	400 Ton through 599 Ton	E	16.37	17.02	17.22	17.62
3-93	600 Ton and Over	E	17.37	18.02	18.22	18.62
3-94	Crusher Operator	E	14.21	14.86	15.06	15.46
3-95	Field Equipment Serviceman	E	14.13	14.78	14.98	15.38
3-96	Gradall Operator	E	14.21	14.86	15.06	15.46
3-97	Hot Plant Operator	E	14.21	14.86	15.06	15.46
3-98	Industrial Locomotives (all types)	E	14.21	14.86	15.06	15.46
3-99	Mechanic	E	14.31	14.96	15.16	15.56
3-100	Motor Patrol Operator	E	14.34	14.99	15.19	15.59
3-101	Mucking Machine Operator	E	14.21	14.86	15.06	15.46
3-102	Paving & Mixing Machine Operator	E	14.34	14.99	15.19	15.59
3-103	Power Auger, large truck or tractor, mounted & punch	E	14.21	14.86	15.06	15.46
3-104	Pumpcrete or Grout Machine Operator	E	14.21	14.86	15.06	15.46
3-105	Push Tractor, Dozer, or Side Boom, Rubber-tired Dozer	E	14.21	14.86	15.06	15.46
3-106	Quad Cat	E	14.51	15.16	15.36	15.76
3-107	Quad Loader & similar type	E	14.79	15.44	15.64	16.04
3-108	Raygo Giant	E	14.79	15.44	15.64	16.04
	Rubber-tired Front End Loader					
3-109	1 cy and under	E	13.92	14.57	14.77	15.17
3-110	over 1 cy to and including 3 cy.	E	14.21	14.86	15.06	15.46
3-111	over 3 cy to and including 5 cy.	E	14.33	14.98	15.18	15.58
3-112	over 5 cy to and including 10 cy.	E	14.43	15.08	15.28	15.68
3-113	over 10 cy. to and including 15 cy.	E	14.53	15.18	15.38	15.78
3-114	over 15 cy (Factory rating, not to include sideboards)	E	14.63	15.28	15.48	15.88
3-115	Scraper, Single Engine	E	14.34	14.99	15.19	15.59
3-116	Scraper, Single or Twin Engine, pulling belly dump trailer	E	14.59	15.24	15.44	15.84
3-117	Scraper, Twin Engine	E	14.44	15.09	15.29	15.69
3-118	Scraper, Tandem or 3 engined	E	14.70	15.35	15.55	15.95
3-119	Shovels, including all attach under 1 cy.	E	14.21	14.86	15.06	15.46
3-120	Shovels, including all attach 1 cy to & including 3 cy.	E	14.39	15.04	15.24	15.64
3-121	Shovels, including all attach over 3 cy & including 5 cy.	E	14.66	15.31	15.51	15.81
3-122	Shovels, including all attach over 5 cy.	E	14.79	15.44	15.64	16.04

P O W E R E Q U I P M E N T O P E R A T O R S (Continued)

CODE NUMBER	CLASSIFICATION	Decision MT-87-1 U.S. Dept. of Labor Minimum Wage Rates				
			<u>Zone 1</u>	<u>Zone 2</u>	<u>Zone 3</u>	<u>Zone 4</u>
3-123	Slip Form Paver Operator	E	14.34	14.99	15.19	15.59
3-124	Stiff-leg Derrick & Guy Derrick	E	14.66	15.31	15.51	15.91
	Track-type Front End Loaders					
3-125	up to and including 5 cy.	E	14.21	14.86	15.06	15.46
3-126	over 5 cy. to and including 10 cy.	E	14.44	15.09	15.29	15.69
3-127	over 10 cy. to and including 15 cy.	E	14.54	15.19	15.39	15.79
3-128	over 15 cy.	E	14.64	15.29	15.49	15.89
3-129	Track-type Tractor, on Euclid Loader	E	14.39	15.04	15.24	15.64
3-130	Trenching Machine Operator	E	14.21	14.86	15.06	15.46
3-131	Washing & Screening Plant Operator	E	14.21	14.86	15.06	15.46
3-132	Yo-Yo Cat. both ends	E	14.41	15.06	15.26	15.66
3-133	Whirley Crane Operator	E	14.74	15.39	15.59	15.99
3-134	Cold Mill Planer Operator	E	14.21	14.86	15.06	15.46

FRINGE BENEFITS A \$3.34

Health & Welfare	\$1.62	Training	\$0.07
Pension	\$1.05	Vacation	\$0.60

All tunnel and underground work will be paid at 10% premium above the classification of equipment operated.

The zone hourly rate applicable to each project shall be determined by measuring the road miles over the shortest practical maintained route from the nearest County Courthouse of the following listed towns to the center of the job:

Billings	Butte	Glendive	Havre	Kalispell	Miles City	Missoula
Bozeman	Dillon	Great Falls	Glasgow	Lewistown	Helena	Sidney

Zone 1	0 - 15 miles	Zone 3	30 - 50 miles
Zone 2	15 - 30 miles	Zone 4	Over 50 miles

C A R P E N T E R S

CODE NUMBER	CLASSIFICATION	Decision MT-87-1 U.S. Dept. of Labor Minimum Wage Rates			
		<u>Zone 1</u>	<u>Zone 2</u>	<u>Zone 3</u>	<u>Zone 4</u>
	All Counties except Area #1: Beaverhead & Silverbow				
4-1	Carpenters	E \$12.78	13.43	13.63	14.03
4-2	Piledriver	E 13.03	13.68	13.88	14.28
	Sawfiler, Stationary Power Saw Operator Carpenters working w/burned, charred, creosoted, or similar material				
4-3	Millwrights	E 13.78	14.43	14.63	15.03
FRINGE BENEFITS A \$3.76					
	Health & Welfare \$1.70		Vacation \$0.50		
	Pension \$1.50		Training \$0.06		
	Area #2: Beaverhead & Silverbow Counties				
4-4	Carpenters	C 13.06			
4-5	Millwrights	C 14.06			
4-6	Pile drivers	C 13.56			

FRINGE BENEFITS C \$4.61

Health & Welfare	\$1.70	Vacation	\$1.35
Pension	\$1.50	Training	\$0.06

Zone Definitions - Carpenters

The zone hourly rate applicable to each project shall be determined by measuring the road miles over the shortest practical maintained route from the County Courthouse of the following listed towns to the center of the job:

Anaconda	Great Falls	Kalispell	Miles City	Sidney
Billings	Hayre	Lewistown	Helena	Glendive
Bozeman	Glasgow	Livingston	Missoula	

Zone 1	0 - 15 miles	Zone 3	30 - 50 miles
Zone 2	15 - 30 miles	Zone 4	Over 50 miles

C E M E N T M A S O N S

CODE NUMBER	CLASSIFICATION	Decision MT-87-1 U.S. Dept. of Labor Minimum Wage Rates			
		Zone 1	Zone 2	Zone 3	Zone 4
5-1	Cement Mason Journeyman	E 13.28	13.93	14.13	14.53
5-2	Grinder, Bush hammer, and chipping gun when finishing work is to follow	E 13.43	14.08	14.28	14.68
5-3	Epoxy Work	E 13.58	14.23	14.43	14.83

FRINGE BENEFITS A \$2.10

Health & Welfare \$1.35
Pension \$0.75

Zone Definitions - Cement Masons

The zone hourly rate applicable to each project shall be determined by measuring the road miles over the shortest practical maintained route from the County Courthouse of the following listed towns to the center of the job:

Billings	Butte	Glendive	Havre	Kalispell	Miles City	Missoula
Bozeman	Oillon	Great Falls	Glasgow	Lewistown	Helena	Sidney
Zone 1	0 - 15 miles	Zone 3	30 - 50 miles			
Zone 2	15 - 30 miles	Zone 4	Over 50 miles			

Geographical Jurisdiction

Statewide Montana

I R O N W O R K E R S

Area 6-1 Statewide (except those counties listed in Area 2).

Area 6-2 Flathead County, Glacier County, Lake County, Lincoln County, Mineral County, Missoula County, and Sanders County

CODE NUMBER	CLASSIFICATION	Decision MT-87-1 U.S. Dept. of Labor Minimum Wage Rates	
6-1-1	Ironworker Structural & Ornamental	A	15.36
6-1-2	Ironworker Reinforcing	A	15.36
6-1-3	Ironworker Fence Erector	A	15.36

FRINGE BENEFITS A \$3.15

Pension \$1.60
Health & Welfare \$1.30
Training \$0.25

6-2-1	Ironworker Structural & Ornamental	A	15.18
6-2-2	Ironworker Reinforcing	A	15.18
6-2-3	Ironworker Fence Erector	A	15.18

FRINGE BENEFITS A \$6.71

Pension \$2.15
Health Security \$2.36
Apprenticeship \$0.25
Vacation \$1.50
Annuity \$0.45

P A I N T E R SDecision MT 87-1 U.S. Dept. of
Labor Minimum Wage RatesAREAS

A R E A - 1

Deer Lodge County, Silver Bow County, Beaverhead County, Madison County, Jefferson County from a line running due west from the south limits of Toston, Montana, southern part of Granite County from a line running east and west through the southern city limits of Philipsburg.

A R E A - 2

Glacier County, excluding the northwest tip of the county; (that which contains Glacier National Park), Toole County, Pondera County, Teton County, Lewis and Clark County, Cascade County, Judith Basin County, Fergus County, Petroleum County, Wheatland County, Choteau County, Phillips County, Valley County, Daniels County, Sheridan County, Roosevelt County, Richland County, McCone County, Garfield County, Liberty County, Hill County, Blaine County, Meagher County, Broadwater County, the northern portion of Jefferson County from a line running east and west five (5) miles south of the southern city limits of Boulder, Montana; the southern portion of Powell County from a line running east and west through the southern city limits of Helmville, Montana.

A R E A - 3

Sweetgrass, Golden Valley, Stillwater, Carbon, Musselshell, Yellowstone, Big Horn, Treasure, Rosebud, Custer, Powder River, Prairie, Dawson, Wibaux, Fallon, Carter, Gallatin and Park Counties.

A R E A - 4

Lincoln County, Flathead County, Sanders County, Lake County, Mineral County, Missoula County, Ravalli County, the northern portion of Granite County from a line running east and west through the southern city limits of Philipsburg, Montana, the northern part of Powell County from a line running east and west through the southern city limits of Helmville, Montana.

A R E A - 5

Statewide

CODE NUMBER	AREA	CLASSIFICATION	BASIC HR. RATE	FRINGE BENEFIT PAYMENTS PER HOUR IN ADDITION TO HOURLY RATE
7-1-1	A-1	Brush or Roller, Preparatory Work, Pot Tender, Water & Sandblasting, Spraying & Airless Spray, Brush or Roller on Steel	B 12.99	B 1.87 +1%
7-1-2	A-1	Application of Cold Tar Products, Epoxies, Polyurethanes, Acid Resistant Paints.	B 15.24	B 1.87 + 1%
7-2-1	A-2	Brush or Roller, Preparatory Work Pot Tender, Water & Sandblasting, Spraying & Airless Spray, Brush or Roller on Steel.	B 12.99	B 1.87 + 1%
7-2-2	A-2	Application of Cold Tar, Products, Epoxies, Polyurethanes, Acid Resistant Paints.	B 15.24	B 1.87 + 1%
7-3-1	A-3	Painter, Brush and Roll (Comm.).	B 12.82	B 1.97
7-3-2	A-3	Painter, Spray; Epoxies, Brush & Roller.	B 13.82	B 1.97
7-3-3	A-3	Painter, on Structural Steel & Tanks.	B 14.07	B 1.97
7-3-4	A-3	Sandblaster, Commercial & Steel Pot Tender.	B 13.07	B 1.97
7-3-5	A-3	Painter, Epoxies, Spray; Coal Tar, Brush & Roller.	B 14.82	B 1.97
7-3-6	A-3	Painter, Epoxies, Steel.	B 15.07	B 1.97
7-3-7	A-3	Painter, Coal Tar, Spray.	B 15.82	B 1.97
7-3-8	A-3	Painter, Coal Tar, Steel.	B 16.07	B 1.97
7-4-1	A-4	Painter, Brush; Prep Work; Pot Tender; Water & Sandblasting; Spraying & Airless Spray; Rollers; App. of Cold Tar Prod., Epoxies, Acid Res. Paints & Polyurethanes.	B 15.42	B 1.91
7-5-1	A-5	Area 5: Highway Parking and Marking Traffic Surface Applicator Operator; Material Mixer; Sandblaster; Striper. The installation of plastic, metal or composition button or lines used instead of paint.	B 13.00	B 1.54

E L E C T R I C I A N SOUTSIDE (All electrical construction work outside of isolated plants and the property lines of any given property)

Decision MT-87-1

Statewide (Except Flathead, Lake, and Lincoln Counties)U.S. Dept. of Labor
Minimum Wage Rates

CODE NUMBER	CLASSIFICATION	RATE
8-1-1	Cable Splicer	B \$18.30
8-1-2	Journeyman Lineman	B \$17.13
8-1-3	Pole Sprayer	B \$17.13
8-1-4	Equipment Operator	B \$15.16
8-1-5	Powderman	B \$15.16
8-1-6	Experienced Groundman	B \$12.32
8-1-7	Inexperienced Groundman	B \$10.55

Fringe Benefits: B \$1.75 + 3½%Fringe Benefit Payments per Hour
In Addition to Hourly Rate

Health & Welfare	\$1.25
Pension	\$.50
National Benefit fund	3%
Apprenticeship & Training	½%

Flathead, Lake, and Lincoln Counties

CODE NUMBER	CLASSIFICATION	RATE	Decision MT-86-1
8-2-1	Cable Splicer	B \$19.97	
8-2-2	Journeyman Lineman	B \$17.95	
8-2-3	Pole Sprayer	B \$15.90	
8-2-4	Equipment Operator	B \$15.31	
8-2-5	Powderman	B \$13.22	
8-2-6	Groundman A	B \$12.42	
8-2-7	Groundman B	B \$ 8.98	
8-2-8	Tree Trimmer	B \$16.50	
8-2-9	Tree Trimmer Helper	B \$11.16	

Fringe Benefits: B \$1.75 + 3½%FRINGE BENEFIT PAYMENTS PER HOUR
IN ADDITION TO HOURLY RATE

Health & Welfare	\$1.25
Pension	\$.50
National Benefit fund	3%
Apprenticeship & Training	½%

First Digit = Craft
 Second Digit = Area of State
 Third Digit = Work Classification

E L E C T R I C I A N SINSIDE (Construction of all electrical work in isolated plants and within property lines of any given property)

CODE NUMBER	Decision MT 87-1 U.S. Dept. of Labor Minimum Wage Rates
AREA 1:	Beaverhead, Deer Lodge, Granite, Jefferson, Madison, Silver Bow and Powell Counties
AREA 2:	Big Horn, Carbon, Carter, Dawson, Golden Valley, Musselshell, Powder River, Prairie, Rosebud, Stillwater, Treasure, Wibaux, Fallon, Custer, Garfield and Yellowstone Counties.
AREA 3:	Blaine, Cascade, Chouteau, Daniels, Fergus, Glacier, Hill, Judith Basin, Liberty, McCone, Petroleum, Pondera, Phillips, Richland, Roosevelt, Sheridan, Teton, Toole, Valley and Wheatland Counties.
AREA 4:	Broadwater, Lewis & Clark, and Meagher Counties.
AREA 5:	Flathead, Lake, Lincoln, Mineral, Missoula, Ravalli and Sanders Counties
AREA 6:	Park, Gallatin and Sweet Grass Counties

CODE NUMBER	CRAFT/WAGE RATE	FRINGE BENEFITS
9-1	Journeyman Electrician B \$ 16.35 (Projects over \$250,000.00) B \$18.10	B \$1.80 + 3½% \$1.30 Health & Accident ½% Apprenticeship & Training \$.50 District Pension 3% National Benefit
9-2	Journeyman Wireman B \$ 15.75 (Electrical Material & Labor over \$90,000.00) B \$ 18.70	B \$2.30 + 3½% \$1.30 Health & Accident ½% Apprenticeship & Training \$1.00 District Pension 3% National Benefit
9-3	Journeyman Wireman B \$ 17.20	B \$2.05 + 3½% \$1.30 Health & Accident ½% Apprenticeship & Training \$.75 District Pension 3% National Benefit
9-4	Journeyman Wireman B \$ 17.35	B \$2.30 + 3½% \$1.30 Health & Accident ½% Apprenticeship & Training \$1.00 District Pension 3% National Benefit
9-5	Journeyman Wireman B \$ 16.25 (Projects over \$250,000.00) B \$ 19.25	B \$1.80 + 3½% \$1.30 Health & Accident ½% Apprenticeship & Training \$.50 District Pension 3% National Benefit
9-6	Journeyman Wireman B \$ 15.15 (Electrical Material & Labor over \$250,000.00) B \$ 16.50	B \$1.80 + 3½% \$1.30 Health & Accident ½% Apprenticeship & Training \$.50 District Pension 3% National Benefit

First Digit = Craft
Second Digit = Area of State

S H E E T M E T A L W O R K E R S (STATEWIDE)

CODE NUMBER	CRAFT or TRADE	CLASSIFICATION	AREA	FRINGE BENEFIT PAYMENTS PER HOUR IN ADDITION TO HOURLY RATE	
10-1	Sheet Metal	Journeyman	A 16.42	A FRINGE BENEFITS	3.51
				Health and Welfare	1.15
				Pension	1.18
				SASMI	.56
				National	.62

P L U M B E R S

Decision MT-87-1
U.S. Department of Labor
Minimum Wage Rates

CODE NUMBER	CRAFT or TRADE	CLASSIFICATION	AREA	FRINGE BENEFIT PAYMENTS PER HOUR IN ADDITION TO HOURLY RATE	
				RATE	
11-1-1	Plumber	Journeyman	A-1	B 17.63	B 4.53
				Health & Welfare	1.15
				Pension	1.10
				Apprentice Training	.25
				Industrial Promotion	.03
				Vacation	2.00
11-2-1	Plumber	Journeyman	A-2	B 17.20	B 3.17
				Health & Welfare	1.15
				Pension	1.10
				Apprentice Training	.17
				Vacation	.75
11-3-1	Plumber	Journeyman	A-3	B 17.10	B 4.05
				Health & Welfare	1.30
				Pension	1.10
				Apprentice Training	.10
				Journeyman Training	.10
				Vacation	1.45
11-4-1	Plumber	Journeyman	A-4	B 18.25	B 4.10
				Health & Welfare	1.55
				Pension	1.20
				Apprentice Training	.25
				Industry Promotion	.10
				Vacation	1.00

A R E A D E S C R I P T I O N SPLUMBERS

AREA 1: Flathead, Lake, Lincoln, Mineral, Missoula, Sanders, Ravalli, Glacier (west of the Continental Divide) and Powell (north of Montana Route 200) Counties.

AREA 2: Blaine, Cascade, Chouteau, Fergus, Glacier (east of the Continental Divide), Hill, Judith Basin, Liberty, McCone, Meagher, Phillips, Pondera, Roosevelt, Teton, Toole and Valley Counties

AREA 3: Beaverhead, Broadwater, Deer Lodge, Gallatin, Granite, Jefferson, Lewis and Clark, Madison, Park, Powell (south of Montana Route 200), Silver Bow and Sweet Grass Counties

AREA 4: Big Horn, Carbon, Carter, Custer, Daniels, Dawson, Fallon, Garfield, Golden Valley, Musselshell, Petroleum, Powder River, Prairie, Richland, Rosebud, Sheridan, Stillwater, Treasure, Wheatland, Wibaux, McCone and Yellowstone Counties

SECTION II: ALL OTHER WAGE RATES

TITLE & DOT	REGIONS	PREVAILING WAGE	HEALTH & WELFARE	PENSION	APPRENTICESHIP (TO BE DEDUCTED FROM WAGES)		TRAVEL AND PER DIEM
SECTION A - CONSTRUCTION AND SPECIAL TRADES							
Bricklayer 861.381-018	1	14.25	1.60	.75	0	0	0-25 miles free zone 25-34 miles \$ 5.00 per day 35-59 miles \$10.00 per day 60-89 miles \$20.00 per day 90+ miles \$25.00 per day
	2	17.60	0	1.00	0	0	0-30 miles free zone 30-60 miles \$10.00 60+ miles \$18.00 \$25.00 overnight
	3	16.50	0	1.10	0	0	0-25 miles free zone 25-90 miles \$.25 per mile \$25.00 overnight
	4	15.00	0	1.10	0	0	0-10 miles free zones 10-20 miles \$ 4.00 per day 20-35 miles \$13.00 per day 35-55 miles \$17.00 per day 55+ miles \$24.00 per day
	5	17.95	0	1.10	0	0	0-10 miles free zones 10-20 miles \$ 4.00 per day 20-35 miles \$13.00 per day 35-55 miles \$17.00 per day 55+ miles \$24.00 per day
Carpenter 860.381-022	1	12.98	1.70	1.50	.06	.50	0-15 miles free zone 15-30 miles \$.65 per hour a 30-50 miles \$.85 per hour a 50+ miles \$1.25 per hour a
	2	12.50	1.70	1.50	.06	.50	0-15 miles free zone 15-30 miles \$.65 per hour a 30-50 miles \$.85 per hour a 50+ miles \$1.25 per hour a

*Vacation benefits are included in the prevailing wage rate. It can be deducted from the wage rate provided the employer is signatory to a collectively bargained agreement which contains a vacation fund and the benefit is then paid into the fund. If an employer is not signatory to a collectively bargained agreement the benefit must be paid as wages.

TITLE & DOT	REGIONS	PREVAILING WAGE	HEALTH & WELFARE	PENSION	APPRENTICESHIP TRAINING	VACATION* (TO BE DEDUCTED FROM WAGES)	TRAVEL AND PER DIEM
Carpenter (Continued) 860.381-022	3	12.93	1.70	1.50	.06	.50	0-15 miles free zone 15-30 miles \$.65 per hour additional 30-50 miles \$.85 per hour additional 50+ miles \$1.25 per hour additional
	4	13.03	1.70	1.50	.06	.50	0-15 miles free zone 15-30 miles \$.65 per hour additional 30-50 miles \$.85 per hour additional 50+ miles \$1.25 per hour additional
	5	12.50	1.70	1.50	.06	.50	0-25 miles free zone 25-50 miles \$10.00 per day 50-75 miles \$14.00 per day 75+ miles \$22.00 per day
	1	13.85	1.70	1.50	.06	.50	0-15 miles free zone 15-30 miles \$.65 per hour additional 30-50 miles \$.85 per hour additional 50+ miles \$1.25 per hour additional
	2	13.85	1.70	1.50	.06	.50	0-15 miles free zone 15-30 miles \$.65 per hour additional 30-50 miles \$.85 per hour additional 50+ miles \$1.25 per hour additional
Carpenters Foreman 860.131-018	3	13.90	1.70	1.50	.06	.50	0-15 miles free zone 15-30 miles \$.65 per hour additional 30-50 miles \$.85 per hour additional 50+ miles \$1.25 per hour additional
	4	13.85	1.70	1.50	.06	.50	0-15 miles free zone 15-30 miles \$.65 per hour additional 30-50 miles \$.85 per hour additional 50+ miles \$1.25 per hour additional
	5	13.50	1.70	1.50	.06	.50	0-25 miles free zone 25-50 miles \$10.00 per day 50-75 miles \$14.00 per day 75+ miles \$22.00 per day
	1	13.85	1.70	1.50	.06	.50	0-15 miles free zone 15-30 miles \$.65 per hour additional 30-50 miles \$.85 per hour additional 50+ miles \$1.25 per hour additional
	2	13.85	1.70	1.50	.06	.50	0-15 miles free zone 15-30 miles \$.65 per hour additional 30-50 miles \$.85 per hour additional 50+ miles \$1.25 per hour additional

*Vacation benefits are included in the prevailing wage rate. It can be deducted from the wage rate provided the employer is signatory to a collectively bargained agreement which contains a vacation fund and the benefit is then paid into the fund. If an employer is not signatory to a collectively bargained agreement the benefit must be paid as wages.

TITLE & DOT	REGIONS	PREVAILING WAGE	HEALTH & WELFARE	PENSION	APPRENTICESHIP TRAINING	VACATION* (TO BE DEDUCTED FROM WAGES)	TRAVEL AND PER DIEM
Cement Mason 844.364-010	1	13.03	1.35	.75	0	0	All regions: 0-15 miles free zone
	2	13.03	1.35	.75	0	0	15-30 miles \$.65 per hour additional
	3	13.03	1.35	.75	0	0	30-50 miles \$.85 per hour additional
	4	13.03	1.35	.75	0	0	50+ miles \$1.25 per hour additional
	5	13.03	1.35	.75	0	0	
Construction Worker (General Laborer) 869.664-014	1	11.20	1.75	.85	.05	.50	All regions: 0-15 miles free zone
	2	11.10	1.75	.85	.05	.50	15-30 miles \$.65 per hour additional
	3	10.50	1.75	.85	.05	.50	30-50 miles \$.85 per hour additional
	4	12.25	1.75	.85	.05	.50	50+ miles \$1.25 per hour additional
	5	10.50	1.75	.85	.05	.50	
Dry Wall Applicator 842.381-010	1	13.03	1.70	1.50	.06	.50	Regions 1-4: 0-15 miles free zone
	2	13.03	1.70	1.50	.06	.50	15-30 miles \$.65 per hour additional
	3	13.15	1.70	1.50	.06	.50	30-50 miles \$.85 per hour additional
	4	13.03	1.70	1.50	.06	.50	50+ miles \$1.25 per hour additional
	5	12.98	1.70	1.50	.06	.50	0-25 miles free zone
Electrician 824.261-010	1	17.20	1.30	3%+.50	$\frac{1}{2}\%$	0	0-10 miles free zone
		(16.25 for projects less than \$250,000)					10-45 miles \$.36 per mile
							45+ miles \$36.00 per day
	2	16.42	1.30	3%+.50	$\frac{1}{2}\%$	0	0-5 miles free zone
		(15.15 for projects less than \$250,000)					5-55 miles \$.33 per mile
							55+ miles \$33.00 per day
	3	17.20	1.30	3%+.75	$\frac{1}{2}\%$	0	0-4 miles free zone
		(14.90 for projects less than \$250,000)					4-54 miles \$.32 per mile
							54+ miles \$32.00 per day
	4	15.35	1.30	3%+1.00	$\frac{1}{2}\%$	0	0-18 miles free zone
		(14.90 for projects less than \$250,000)					18-50 miles \$.32 per mile
							50+ miles \$32.00 per day
	5	16.42	1.30	3%+1.00	$\frac{1}{2}\%$	0	0-18 miles free zone
		(15.75 for projects less than \$90,000)					18-50 miles \$.32 per mile
							50+ miles \$32.00 per day

*Vacation benefits are included in the prevailing wage rate. It can be deducted from the wage rate provided the employer is signatory to a collectively bargained agreement which contains a vacation fund and the benefit is then paid into the fund. If an employer is not signatory to a collectively bargained agreement the benefit must be paid as wages.

TITLE & DOT	REGIONS	PREVAILING WAGE	HEALTH & WELFARE	PENSION	APPRENTICESHIP TRAINING	VACATION* (TO BE DEDUCTED FROM WAGES)	TRAVEL AND PER DIEM
Communications Technician	1	12.50	1.30	3%+.50	0	0	All regions: \$.30 per mile using employee's vehicle and expenses
	2	12.50	1.30	3%+.50	0	0	
	3	12.50	1.30	3%+.50	0	0	
	4	12.50	1.30	3%+.50	0	0	
	5	12.50	1.30	3%+.50	0	0	
Electrician Foreman 829.131-014	1	17.39 (All projects)	1.30	3%+.50	1½%	0	0-10 miles free zone 10-45 miles \$.36 per mile 45+ miles \$36.00 per day
	2	18.40 (16.21 for projects less than \$250,000)	1.30	3%+.50	1½%	0	0-5 miles free zone 5-55 miles \$.33 per mile 55+ miles \$33.00 per day
	3	18.40 (15.94 for projects less than \$250,000)	1.30	3%+.75	1½%	0	0-4 miles free zone 4-54 miles \$.32 per mile 54+ miles \$32.00 per day
	4	15.94 (All projects)	1.30	3%+1.00	1½%	0	0-18 miles free zone 18-50 miles \$.32 per mile 50+ miles \$32.00 per day
	5	20.00 (16.85 for projects less than \$90,000)	1.30	3%+1.00	1½%	0	0-18 miles free zone, 18-50 miles \$.32 per mile, 50+ miles \$32.00 per day
Glazier 865.381-010	1	7.75	1.27	.50	.04	0	0-15 miles free zone, 15+ miles \$.20 per mile using employee's vehicle \$25.00 overnight or \$15.00 per day plus expenses
	2	11.00	1.37	.50	1%	0	0-10 miles free zone, 10+ miles \$.20 per mile using employee's vehicle \$28.00 overnight
	3	10.53	1.37	.50	1%	0	0-10 miles free zone, 10+ miles \$.20 per mile using employee's vehicle \$28.00 overnight
	4	6.75	0	0	0	0	None
	5	12.83	1.37	.50	.10	0	0-15 miles free zone, 15+ miles \$.25 per mile using employee's vehicle \$25.00 overnight

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TITLE & DOT	REGIONS	PREVAILING WAGE	HEALTH & WELFARE	PENSION	APPRENTICESHIP TRAINING	VACATION* (TO BE DEDUCTED FROM WAGES)	TRAVEL AND PER DIEM
Millwright 638.281-018	1	14.23	1.70	1.50	.06	.50	Regions 1-4: 0-15 miles free zone
	2	14.03	1.70	1.50	.06	.50	15-30 miles \$.65 per hour additional
	3	14.15	1.70	1.50	.06	.50	30-50 miles \$.85 per hour additional
	4	14.03	1.70	1.50	.06	.50	50+ miles \$1.25 per hour additional
	5	13.98	1.70	1.50	.06	.50	0-25 miles free zone
Painter 840.381-010							25-50 miles \$10.00
							50-75 miles \$14.00
							75+ miles \$22.00
	1	12.66	1.27	.50	.04	0	0-15 miles free zone
							15+ miles \$.20 per mile using employee's vehicle
							\$25.00 overnigh
	2	10.52	1.23	.50	0	0	0-30 miles free zone
							30+ miles \$.20 per mile using employee's vehicle
							\$20.00 overnigh
	3	12.99	1.37	.50	1%	0	0-10 miles free zone
							10+ miles \$.20 per mile using employee's vehicle
							\$28.00 overnigh
	4	12.82	1.37	.50	.10	0	\$.25 per mile using employee's vehicle
							\$25.00 overnigh
	5	12.66	1.37	.50	.10	0	\$.25 per mile using employee's vehicle
Plasterer 842.361-018							\$25.00 overnigh
	1	13.28	1.60	.80	0	0	0-15 miles free zone
							15-30 miles \$.65 per hour additional
							30-50 miles \$.85 per hour additional
							50+ miles \$ 1.25 per hour additional
	2	13.28	1.60	.80	0	0	0-15 miles free zone
							15-30 miles \$.65 per hour additional
							30-50 miles \$.85 per hour additional
							50+ miles \$ 1.25 per hour additional
	3	10.48	1.60	.80	0	0	0-15 miles free zone
							15-30 miles \$.65 per hour additional
							30-50 miles \$.85 per hour additional
							50+ miles \$ 1.25 per hour additional
							0-15 miles free zone
							15-30 miles \$.65 per hour additional

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Plasterer (continued) 842.361-018	4	10.48	1.60	.80	0	0	0-15 miles free zone 15-30 miles \$.65 per hour additional 30-50 miles \$.85 per hour additional 50+ miles \$ 1.25 per hour additional
	5	13.28	1.60	.80	0	0	0-15 miles free zone 15-30 miles \$.65 per hour additional 30-50 miles \$.85 per hour additional 50+ miles \$ 1.25 per hour additional
	1	17.95	1.15	1.10	.25	2.00	0-20 miles free zone 20-35 miles ½ hours pay 35-50 miles 1 hours pay 50+ miles \$32.00 per day
	2	18.55	1.30	1.10	.20	1.45	0-10 miles free zone 10-35 miles \$15.00 or transportation 35+ miles \$30.00 per day
Plumber 862.381-030	3	17.95	1.15	1.10	.17	.75	0-15 miles free zone 15+ miles \$.40 per mile using employee's vehicle \$32.00 overnight
	4	18.95	1.55	1.20	.25	1.00	0-10 miles free zone 10-20 miles \$ 4.50 20-25 miles \$ 6.00 25-30 miles \$ 7.50 30-35 miles \$ 9.00 35-40 miles \$10.50
	5	18.95	1.55	1.20	.25	1.00	\$35.00 per day 0-10 miles free zone 10-20 miles \$ 4.50 20-25 miles \$ 6.00 25-30 miles \$ 7.50 30-35 miles \$ 9.00 35-40 miles \$10.50
							\$35.00 per day
Sprinkler Fitters	1	18.13	1.70	1.60	.10	0	All regions: 0- 40 miles free zone
	2	18.13	1.70	1.60	.10	0	40- 60 miles \$10.50 per day
	3	18.13	1.70	1.60	.10	0	60- 80 miles \$15.00 per day

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TITLE & DOT	REGIONS	PREVAILING WAGE	HEALTH & WELFARE	PENSION	APPRENTICESHIP (TO BE DEDUCTED FROM WAGES)		VACATION*		TRAVEL AND PER DIEM
					TRAINING				
Sprinkler Fitters (continued)	4	18.13	1.70	1.60	.10	0			80-100 miles \$19.00 per day
	5	18.13	1.70	1.60	.10	0			100+ miles \$35.00 per day and \$.25 per mile using employee's vehicle
Plumber Foreman 862.131-018	1	20.41	1.15	1.10	.25	2.00	0-20 miles free zone		
							20-35 miles ½ hour pay		
							35-50 miles 1 hour pay		
							50+ miles \$32.00 per day		
	2	20.40	1.30	1.10	.20	1.45	0-10 miles free zone		
							10-35 miles \$15.00 or transportation		
							35+ miles \$30.00 per day		
	3	20.64	1.15	1.10	.17	.75	0-15 miles free zone		
							15+ miles \$.40 per mile using employee's vehicle		
							\$32.00 overnight		
	4	21.18	1.55	1.20	.25	1.00	0-10 miles free zone		
							10-20 miles \$ 4.50		
							20-25 miles \$ 6.00		
							25-30 miles \$ 7.50		
							30-35 miles \$ 9.00		
							35-40 miles \$10.50		
	5	21.18	1.55	1.20	.25	1.00	\$35.00 per day		
							0-10 miles free zone		
							10-20 miles \$ 4.50		
							20-25 miles \$ 6.00		
Roofer 866.381-010	1	7.00	1.20	.85	.15	1.00	\$.25 per mile using employee's vehicle		
							\$30.00 per night (overnight) or expenses		
	2	8.00	1.20	0	.10	1.00	0-15 miles free zone		
							15-60 miles \$.30 per mile using employee's vehicle		
							60+ miles paid travel time		
							\$32.00 per night;		
							\$16.00 return trip		

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TITLE & DOT	REGIONS	PREVAILING WAGE	HEALTH & WELFARE	PENSION	APPRENTICESHIP TRAINING	VACATION* (TO BE DEDUCTED FROM WAGES)		TRAVEL AND PER DIEM
Roofers (continued) 866.381-010	3	11.00	0	.30	0	1.00	0-40 miles free zone 40+ miles straight time	\$.25 per mile using employee's vehicle; \$29.00 overnight or expenses
	4	8.50	0	0	0	0	None	
	5	8.00	0	0	0	0	None	
	1	12.00	0	0	0	0	none	
	2	12.00	0	1.10	0	0	none	
Stone Mason 861.381-038	3	14.05	1.60	1.10	0	0	0-25 miles free zone 25-90 miles \$.25 per mile 90+ miles \$25.00 per day	
	4	12.00	0	0	0	0	none	
	5	17.00	1.60	1.10	0	0	0-25 miles free zone 25-90 miles \$.25 per mile 90+ miles \$25.00 per day	
	1	12.00	0	0	0	0	None	
	2	12.00	0	1.10	0	0	None	
Tile Setter 861.381-054	3	14.05	1.60	1.10	0	0	0-25 miles free zone 25-90 miles \$.25 per mile 90+ miles \$25.00 per day	
	4	12.00	0	0	0	0	None	
	5	17.00	1.60	1.10	0	0	0-25 miles free zone 25-90 miles \$.25 per mile 90+ miles \$25.00 per day	
	1	8.50	1.87	1.05	.07	.06	0-15 miles free zone 15-30 miles \$.65 per hour additional 30-50 miles \$.85 per hour additional 50+ miles \$ 1.25 per hour additional	
	2	7.25	1.87	1.05	.07	.60	0-15 miles free zone 15-30 miles \$.65 per hour additional 30-50 miles \$.85 per hour additional 50+ miles \$ 1.25 per hour additional	
Welder 819.384-010	3	5.00	1.87	1.05	.07	.60	0-15 miles free zone	

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TITLE & DOT	REGIONS	PREVAILING WAGE	HEALTH & WELFARE	PENSION	APPRENTICESHIP TRAINING	VACATION*		TRAVEL AND PER DIEM
						(TO BE DEDUCTED FROM WAGES)		

Welder (Continued) 819.384-010	4	6.00	0	0	0	0	15-30 miles \$.65 per hour additional
	5	6.00	1.87	1.05	.07	.60	30-50 miles \$.85 per hour additional
							50+ miles \$ 1.25 per hour additional
							None
							0-15 miles free zone

SECTION B - EQUIPMENT OPERATORS

Dump Truck Driver 902.683-010	1	14.08	1.73	1.24	0	0	All regions: 0-15 miles free zone
	2	14.08	1.73	1.24	0	0	15-30 miles \$.65 per hour additional
	3	14.08	1.73	1.24	0	0	30-50 miles \$.85 per hour additional
	4	14.08	1.73	1.24	0	0	50+ miles \$1.25 per hour additional
	5	14.08	1.73	1.24	0	0	

Front-End Loader Operator 921.683-042	1	14.27	1.62	1.05	.07	.60	All regions: 0-15 miles free zone
	2	12.33	1.62	1.05	.07	.60	15-30 miles \$.65 per hour additional
	3	14.81	1.62	1.05	.07	.60	30-50 miles \$.85 per hour additional
	4	14.81	1.62	1.05	.07	.60	50+ miles \$1.25 per hour additional
	5	14.27	1.62	1.05	.07	.60	

Heavy Truck Driver 905.663-014	1	10.10	1.73	1.24	0	0	All regions: 0-15 miles free zone
	2	10.10	1.73	1.24	0	0	15-30 miles \$.65 per hour additional
	3	12.50	1.73	1.24	0	0	30-50 miles \$.85 per hour additional
	4	10.10	1.73	1.24	0	0	50+ miles \$1.25 per hour additional
	5	12.58	1.73	1.24	0	0	

Operating Engineer 859.683-010	1	14.13	1.62	1.05	.07	.60	All regions: 0-15 miles free zone
	2	14.13	1.62	1.05	.07	.60	15-30 miles \$.65 per hour additional
	3	14.13	1.62	1.05	.07	.60	30-50 miles \$.85 per hour additional
	4	14.13	1.62	1.05	.07	.60	50+ miles \$1.25 per hour additional
	5	14.13	1.62	1.05	.07	.60	

Truck Crane Operator 921.663-062	1	14.72	1.62	1.05	.07	.60	All regions: 0-15 miles free zone
	2	14.72	1.62	1.05	.07	.60	15-30 miles \$.65 per hour additional
	3	13.93	1.62	1.05	.07	.60	30-50 miles \$.85 per hour additional
	4	13.93	1.62	1.05	.07	.60	50+ miles \$1.25 per hour additional
	5	13.93	1.62	1.05	.07	.60	

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TITLE & DOT	REGIONS	PREVAILING WAGE	HEALTH & WELFARE	PENSION	APPRENTICESHIP TRAINING	VACATION* (TO BE DEDUCTED FROM WAGES)	TRAVEL AND PER DIEM
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SECTION C - METAL WORKERS

Reinforced Steel Placing Foreman 801.134-010	1	18.18	2.36	2.15	.20	1.50	0-16 miles free zone 16-25 miles \$ 6.50 25-35 miles \$10.00 35-45 miles \$14.00 45-60 miles \$18.00 60+ miles \$30.00
	2	16.11	1.30	1.60	.25	0	0-7½ miles free zone 7½-12 miles \$ 2.50 12-25 miles \$ 4.50 25-50 miles \$ 9.00 50+ miles \$25.00
	3	16.11	1.30	1.60	.25	0	40+ miles \$.30 per mile transportation allowance \$25.00 subsistence per day
	4	16.11	1.30	1.60	.25	0	40+ miles \$.30 per mile transportation allowance \$25.00 subsistence per day
	5	16.11	1.30	1.60	.25	0	40+ miles \$.30 per mile transportation allowance \$25.00 subsistence per day
	1	16.68	2.36	2.15	.20	1.50	0-16 miles free zone 16-25 miles \$ 6.50 25-35 miles \$10.00 35-45 miles \$14.00 45-60 miles \$18.00 60+ miles \$30.00
Reinforcing Metal Worker 801.684-026	2	15.36	1.30	1.60	.25	0	0-7½ miles free zone 7½-12 miles \$ 2.50 12-25 miles \$ 4.50 25-50 miles \$ 9.00 50+ miles \$25.00
	3	15.36	1.30	1.60	.25	0	40+ miles \$.30 per mile transportation allowance \$25.00 subsistence per day
	4	15.36	1.30	1.60	.25	0	40+ miles \$.30 per mile transportation allowance \$25.00 subsistence per day
	5	15.36	1.30	1.60	.25	0	40+ miles \$.30 per mile transportation allowance \$25.00 subsistence per day

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TITLE & DOT	REGIONS	PREVAILING WAGE	HEALTH & WELFARE	APPRENTICESHIP (TO BE DEDUCTED FROM WAGES)		VACATION*	TRAVEL AND PER DIEM	
				PENSION	TRAINING			
Sheet Metal Worker 804.281-010	1 2 3 4 5	12.50 16.42 16.42 16.42 12.50	1.15 1.15 1.15 1.15 1.15	1.73 1.73 1.73 1.73 1.73	.56 .56 .56 .56 .56	0 0 0 0 0	All regions: 0-20 miles free zone 21+ miles \$.25 per mile using employer's vehicles \$.55 per mile using employee's vehicles \$30.00 overnight \$12.00 return day	
Structural Steel Worker 801.361-014	1	16.68	2.36	2.15	.20	1.50	0-16 miles free zone 16-25 miles \$ 6.50 25-35 miles \$10.00 35-45 miles \$14.00 45-60 miles \$18.00 60+ miles \$30.00	
	2	15.36	1.30	1.60	.25	0	0-7½ miles free zone 7½-12 miles \$ 2.50 12-25 miles \$ 4.50 25-50 miles \$ 9.00 50+ miles \$25.00	
	3	15.36	1.30	1.60	.25	0	40+ miles \$.30 per mile transportation allowance \$25.00 subsistence per day	
	4	15.36	1.30	1.60	.25	0	40+ miles \$.30 per mile transportation allowance \$25.00 subsistence per day	
	5	15.36	1.30	1.60	.25	0	40+ miles \$.30 per mile transportation allowance \$25.00 subsistence per day	

SECTION D - SERVICES

Appliance Service Representative 827.261-010	all	5.77	0	0	0	0	None	
Auto Accessories Installer 806.684-038	1 2 3 4 5	5.84 5.84 5.84 5.84 5.84	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	None None None None None	
Balancer, Scale 710.381-014	all	9.42	0	0	0	0	None	

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Carpet Layer 864.381-010	1 2 3 4 5	7.06 7.06 7.06 7.06 7.06	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	None None None None None
Coin Machine Servicer Repairer 639.281-014	all	6.00	0	0	0	0	none
Elevator Repairer 825.281-030	all	15.09	0	0	0	0	none
Electronics Mechanic, Computer 828.281-010	all	10.96	0	0	0	0	none
Forest Worker 452.687-010	all	3.40	0	0	0	0	none
Furniture Assembler and Installer 739.684-082	all	4.14	0	0	0	0	none
Garbage Collector 909.687-010	1 2 3 4 5	9.31 10.38 9.93 6.00 5.15	.52 .87 .45 .36 .89	.86 .75 .61 .27 .41	0 0 0 0 0	.36 .48 .55 .40 .37	None None None None None
Groundskeeper 406.684-014	1 2 3 4 5	5.83 5.83 5.83 5.83 6.00	.32 .32 .32 .32 .32	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	None None None None None
Heating and Air Conditioning Mechanic 637.261-014	all	12.00	0	0	0	0	none

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TITLE & DOT	REGIONS	PREVAILING WAGE	HEALTH & WELFARE	PENSION	VACATION*		TRAVEL AND PER DIEM
					APPRENTICESHIP TRAINING	(TO BE DEDUCTED FROM WAGES)	
Janitor 382.664-010	1	5.57	1.21	0	0	0	None
	2	5.00	.33	0	0	0	None
	3	4.51	.52	0	0	0	None
	4	4.50	.92	0	0	0	None
	5	5.00	.65	0	0	0	None
Janitorial Services Supervisor 381.137-010	1	8.10	1.21	0	0	0	None
	2	7.52	.33	0	0	0	None
	3	9.13	.52	0	0	0	None
	4	8.72	1.11	0	0	0	None
	5	7.37	1.48	0	0	0	None
Material Handler 929.687-030	1	5.00	0	0	0	0	None
	2	5.00	0	0	0	0	None
	3	5.00	0	0	0	0	None
	4	5.00	0	0	0	0	None
	5	5.00	0	0	0	0	None
Mechanic, Automobile 620.261-010	1	14.94	1.73	1.24	0	0	All regions: 0-15 miles free zone
	2	12.32	1.73	1.24	0	0	15-30 miles \$.65 per hour additional
	3	14.94	1.73	1.24	0	0	30-50 miles \$.85 per hour additional
	4	14.94	1.73	1.24	0	0	50+ miles \$1.25 per hour additional
	5	14.94	1.73	1.24	0	0	
Mechanic, Construction Equipment 620.261-022	1	14.17	1.62	1.05	.07	.60	All regions: 0-15 miles free zone
	2	14.17	1.62	1.05	.07	.60	15-30 miles \$.65 per hour additional
	3	14.17	1.62	1.05	.07	.60	30-50 miles \$.85 per hour additional
	4	14.17	1.62	1.05	.07	.60	50+ miles \$1.25 per hour additional
	5	14.17	1.62	1.05	.07	.60	
Office Machine Servicer 633.281-018	all	6.45	0	0	0	0	none
Partition Assembler 762.684-014	1	5.00	0	0	0	0	None
	2	5.00	0	0	0	0	None
	3	5.00	0	0	0	0	None
	4	5.00	0	0	0	0	None
	5	5.00	0	0	0	0	None

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Pest Control Worker 408.381-010	all	9.07	0	0	0	0	none
Radio Mechanic 823.261-018	1	9.66	0	0	0	0	None
	2	9.66	0	0	0	0	None
	3	9.66	0	0	0	0	None
	4	9.66	0	0	0	0	None
	5	9.66	0	0	0	0	None
Security Guard 372.667-038	all	5.47	0	0	0	0	none
Snow-plow Operator, Truck 899.684-014	1	6.00	0	0	0	0	None
	2	6.00	0	0	0	0	None
	3	6.00	0	0	0	0	None
	4	6.00	0	0	0	0	None
	5	6.00	0	0	0	0	None
Sprinkler Irrigation Equipment Mechanic 624.361-014	1	17.95	1.15	1.10	.25	2.00	0-20 miles free zone 20-35 miles $\frac{1}{2}$ hours pay 35-50 miles 1 hours pay 50+ miles \$32.00 per day
	2	18.55	1.30	1.10	.20	1.45	0-10 miles free zone 10-35 miles \$15.00 or transportation 35+ miles \$30.00 per day
	3	17.95	1.15	1.10	.17	.75	0-15 miles free zone 15+ miles \$.40 per mile using employee's vehicle \$32.00 overnight
	4	18.95	1.55	1.20	.25	1.00	0-10 miles free zone 10-20 miles \$ 4.50 20-25 miles \$ 6.00 25-30 miles \$ 7.50 30-35 miles \$ 9.00 35-40 miles \$10.50 \$35.00 per day

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					APPRENTICESHIP TRAINING	(TO BE DEDUCTED FROM WAGES)	
Sprinker Irrigation Equipment Mechanic 624.361-014 (Continued)	5	18.95	1.55	1.20	.25	1.00	0-10 miles free zone
							10-20 miles \$ 4.50
							20-25 miles \$ 6.00
							25-30 miles \$ 7.50
							30-35 miles \$ 9.00
Television and Radio Repairer 720.281-018	all	6.72	0	0	0	0	35-40 miles \$10.50
							\$35.00 per day
							none
Water Softener Servicer and Installer 862.684-034	1	17.95	1.15	1.10	.25	2.00	0-20 miles free zone
							20-35 miles ½ hours pay
							35-50 miles 1 hours pay
							50+ miles \$32.00 per day
							0-10 miles free zone
	2	18.55	1.30	1.10	.20	1.45	10-35 miles \$15.00 or transportation
							35+ miles \$30.00 per day
							0-15 miles free zone
							.75
							15+ miles \$.40 per mile using employee's vehicle
	3	17.95	1.15	1.10	.17	.75	\$32.00 overnight
							0-10 miles free zone
							10-20 miles \$ 4.50
							20-25 miles \$ 6.00
							25-30 miles \$ 7.50
	4	18.95	1.55	1.20	.25	1.00	30-35 miles \$ 9.00
							35-40 miles \$10.50
							\$35.00 per day
							0-10 miles free zone
							10-20 miles \$ 4.50
	5	18.95	1.55	1.20	.25	1.00	20-25 miles \$ 6.00
							25-30 miles \$ 7.50
							30-35 miles \$ 9.00
							35-40 miles \$10.50
							\$35.00 per day
X-Ray Equipment Servicer 729.281-046	all	10.96	0	0	0	0	0-10 miles free zone
							10-20 miles \$ 4.50
							20-25 miles \$ 6.00
							25-30 miles \$ 7.50
							30-35 miles \$ 9.00
							35-40 miles \$10.50
							\$35.00 per day
							none

*Vacation benefits are included in the prevailing wage rate. It can be deducted from the wage rate provided the employer is signatory to a collectively bargained agreement which contains a vacation fund and the benefit is then paid into the fund. If an employer is not signatory to a collectively bargained agreement the benefit must be paid as wages.

500 copies of this publication were produced at a unit cost of \$.96 per copy, for a total cost of \$482.47 which includes \$117.47 for printing and \$365.00 for distribution.